

# MANAGEMENT PAY PLAN

Effective August 20, 2009

<b>CLASS CODE</b>	<b>CLASS TITLE</b>	<b>PAY RANGE</b>
0615	BENEFITS SPECIALIST	M01
0616	EMPLOYMENT MANAGER	M01
0617	PERSONNEL COORDINATOR	M03
0618	COMPENSATION MANAGER	M03
0620	PENSION OFFICER	M02
0633	EXECUTIVE ASSISTANT	M01
0705	ATTORNEY I	M01
0706	ATTORNEY II	M02
0707	SENIOR ATTORNEY	M03
0708	CHIEF ASSISTANT CITY ATTORNEY	M04
1127	CITY CONTROLLER	M03
1131	CITY CLERK	M02
1135	INTERNAL AUDITOR	M02
1140	CITY TREASURER	M03
1145	PUBLIC WORKS/UTILITIES BUSINESS MGR	M03
1166	BUDGET & ADMINISTRATIVE ANALYST	M01
1168	GRANTS ADMINISTRATOR	M01
1169	BUDGET OFFICER	M04
1310	PURCHASING AGENT	M03
1320	RISK MANAGER	M03
1322	CLAIMS & INSURANCE COORDINATOR	M01
1324	SAFETY & TRAINING COORDINATOR	M01
1326	WORKERS' COMPENSATION CLAIMS COOR	M01
1450	INFORMATION SERVICES MANAGER	M04
1451	SYSTEMS COORDINATOR	M03
1452	MICROCOMPUTER/NETWORK SUPPORT COOR	M03
1471	TECHNICAL SUPPORT/OPERATIONS COOR	M03
1472	TECHNICAL SUPPORT SPECIALIST II	M02
1480	SYSTEMS PROJECT SUPERVISOR	M02
1486	NETWORK SUPERVISOR	M02

CLASS CODE	CLASS TITLE	PAY RANGE
1497	MICROCOMPUTER SUPPORT SUPERVISOR	M02
1520	SYSTEM SUPERVISOR	M01
1522	GIS PROGRAM MANAGER	M02
1645	PUBLIC INFORMATION OFFICER	M01
2006	ASSOCIATE ENGINEER	M01
2007	ENGINEER	M01
2008	SENIOR ENGINEER	M02
2019	ENGINEERING SERVICES MANAGER	M02
2020	CITY ENGINEER	M04
2021	ASSISTANT CITY ENGINEER	M03
2023	PW SPECIAL PROJECT ADMINISTRATOR	M03
2025	PUBLIC UTILITIES ADMINISTRATOR	M04
2028	PARKING MANAGER	M01
2031	UTILITIES SECURITY MANAGER	M01
2033	PUBLIC UTILITIES COORDINATOR	M03
2036	SANITARY ENGINEER	M02
2048	ANTELOPE VALLEY PROJECT MANAGER	M03
2051	TRAFFIC ENGINEER	M03
2113	PRINCIPAL PLANNER	M02
2114	ASST PLANNING DIRECTOR	M04
2207	ASST DIRECTOR OF URBAN DEVELOPMENT	M03
2209	URBAN DEVELOPMENT MANAGER	M02
2250	EQUAL OPPORTUNITY OFFICER	M01
3002	ASSISTANT FIRE CHIEF	M04
3008	DEPUTY FIRE CHIEF	M56
3016	CHIEF FIRE PREVENTION INSPECTOR	M02
3019	DEPUTY FIRE CHIEF OF TRAINING	M02
3024	DEPUTY FIRE CHIEF OF MAINTENANCE	M02
3123	POLICE CAPTAIN	M02
3125	ASSISTANT CHIEF OF POLICE	M04

CLASS CODE	CLASS TITLE	PAY RANGE
3136	FORENSIC LAB MANAGER	M01
3161	COMMUNICATIONS COORDINATOR	M02
3239	BUILDING & SAFETY MANAGER	M03
3602	ASSISTANT HEALTH DIRECTOR	M04
3604	RESOURCE & PROGRAM DEVELOP COOR	M02
3607	HEALTH DATA & EVALUATION MANAGER	M02
3608	INFORMATION & FISCAL SERVICES MANAGER	M01
3612	DENTAL DIVISION MANAGER	M01
3654	ENVIRONMENTAL HEALTH MANAGER	M03
3669	COMMUNITY HEALTH SERVICES MANAGER	M02
3685	PUBLIC HEALTH EDUCATION MANAGER	M02
3693	ANIMAL CONTROL MANAGER	M01
4015	RECREATION MANAGER	M02
4130	ASSISTANT LIBRARY DIRECTOR	M02
5015	PUBLIC WORKS MAINTENANCE COOR	M02
5018	SUPT OF SOLID WASTE OPERATIONS	M02
5310	SUPT OF WPC FACILITIES	M02
5315	FACILITIES MAINTENANCE COORDINATOR	M01
5343	SUPT OF WASTEWATER COLLECTION	M02
5350	SUPT OF WATER PRODUCTION & TREATMENT	M02
5351	SUPT OF WATER DISTRIBUTION	M02
5501	NATURAL RESOURCES MANAGER	M01
5519	CITY FORESTER	M01
5525	GOLF MANAGER	M01
5529	PLANNING & CONSTRUCTION MANAGER	M01
5531	ASST DIRECTOR OF PARKS & RECREATION	M03
5600	TRANSIT MANAGER	M03

# MANAGEMENT - M RANGES

Effective August 20, 2009  
2.75% between steps

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
M01										
ANNUAL	50,128.00	51,507.04	52,923.52	54,379.52	55,875.04	57,412.16	58,990.88	60,613.28	62,279.36	63,991.20
MONTHLY	4,177.33	4,292.25	4,410.29	4,531.63	4,656.25	4,784.35	4,915.91	5,051.11	5,189.95	5,332.60
BIWEEKLY	1,928.00	1,981.04	2,035.52	2,091.52	2,149.04	2,208.16	2,268.88	2,331.28	2,395.36	2,461.20
HOURLY	24.100	24.763	25.444	26.144	26.863	27.602	28.361	29.141	29.942	30.765

PAY RANGE	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T
M01										
ANNUAL	65,750.88	67,558.40	69,415.84	71,325.28	73,286.72	75,302.24	77,373.92	79,501.76	81,687.84	83,934.24
MONTHLY	5,479.24	5,629.87	5,784.65	5,943.77	6,107.23	6,275.19	6,447.83	6,625.15	6,807.32	6,994.52
BIWEEKLY	2,528.88	2,598.40	2,669.84	2,743.28	2,818.72	2,896.24	2,975.92	3,057.76	3,141.84	3,228.24
HOURLY	31.611	32.480	33.373	34.291	35.234	36.203	37.199	38.222	39.273	40.353

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
M02										
ANNUAL	62,279.36	63,991.20	65,750.88	67,558.40	69,415.84	71,325.28	73,286.72	75,302.24	77,373.92	79,501.76
MONTHLY	5,189.95	5,332.60	5,479.24	5,629.87	5,784.65	5,943.77	6,107.23	6,275.19	6,447.83	6,625.15
BIWEEKLY	2,395.36	2,461.20	2,528.88	2,598.40	2,669.84	2,743.28	2,818.72	2,896.24	2,975.92	3,057.76
HOURLY	29.942	30.765	31.611	32.480	33.373	34.291	35.234	36.203	37.199	38.222

PAY RANGE	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T
M02										
ANNUAL	81,687.84	83,934.24	86,243.04	88,614.24	91,052.00	93,556.32	96,129.28	98,772.96	101,489.44	104,280.80
MONTHLY	6,807.32	6,994.52	7,186.92	7,384.52	7,587.67	7,796.36	8,010.77	8,231.08	8,457.45	8,690.07
BIWEEKLY	3,141.84	3,228.24	3,317.04	3,408.24	3,502.00	3,598.32	3,697.28	3,798.96	3,903.44	4,010.80
HOURLY	39.273	40.353	41.463	42.603	43.775	44.979	46.216	47.487	48.793	50.135

# MANAGEMENT - M RANGES

Effective August 20, 2009  
2.75% between steps

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
M03										
ANNUAL	71,325.28	73,286.72	75,302.24	77,373.92	79,501.76	81,687.84	83,934.24	86,243.04	88,614.24	91,052.00
MONTHLY	5,943.77	6,107.23	6,275.19	6,447.83	6,625.15	6,807.32	6,994.52	7,186.92	7,384.52	7,587.67
BIWEEKLY	2,743.28	2,818.72	2,896.24	2,975.92	3,057.76	3,141.84	3,228.24	3,317.04	3,408.24	3,502.00
HOURLY	34.291	35.234	36.203	37.199	38.222	39.273	40.353	41.463	42.603	43.775

PAY RANGE	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T
M03										
ANNUAL	93,556.32	96,129.28	98,772.96	101,489.44	104,280.80	107,149.12	110,096.48	113,124.96	116,236.64	119,433.60
MONTHLY	7,796.36	8,010.77	8,231.08	8,457.45	8,690.07	8,929.09	9,174.71	9,427.08	9,686.39	9,952.80
BIWEEKLY	3,598.32	3,697.28	3,798.96	3,903.44	4,010.80	4,121.12	4,234.48	4,350.96	4,470.64	4,593.60
HOURLY	44.979	46.216	47.487	48.793	50.135	51.514	52.931	54.387	55.883	57.420

PAY RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
M04										
ANNUAL	75,302.24	77,373.92	79,501.76	81,687.84	83,934.24	86,243.04	88,614.24	91,052.00	93,556.32	96,129.28
MONTHLY	6,275.19	6,447.83	6,625.15	6,807.32	6,994.52	7,186.92	7,384.52	7,587.67	7,796.36	8,010.77
BIWEEKLY	2,896.24	2,975.92	3,057.76	3,141.84	3,228.24	3,317.04	3,408.24	3,502.00	3,598.32	3,697.28
HOURLY	36.203	37.199	38.222	39.273	40.353	41.463	42.603	43.775	44.979	46.216

PAY RANGE	STEP K	STEP L	STEP M	STEP N	STEP O	STEP P	STEP Q	STEP R	STEP S	STEP T
M04										
ANNUAL	98,772.96	101,489.44	104,280.80	107,149.12	110,096.48	113,124.96	116,236.64	119,433.60	122,717.92	126,091.68
MONTHLY	8,231.08	8,457.45	8,690.07	8,929.09	9,174.71	9,427.08	9,686.39	9,952.80	10,226.49	10,507.64
BIWEEKLY	3,798.96	3,903.44	4,010.80	4,121.12	4,234.48	4,350.96	4,470.64	4,593.60	4,719.92	4,849.68
HOURLY	47.487	48.793	50.135	51.514	52.931	54.387	55.883	57.420	58.999	60.621